

Cobbett v. Isavolta Inc. 1:08-cv-223

Statement of Jurisdiction
- And -
Statement of Claim

U.S. DISTRICT COURT
DISTRICT OF VERMONT
FILED

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BY DEAN
DEPUTY CLERK

I'm a disabled (physical not mentally) who after several attempts finally got hired at Isovolta. I applied w/a black male and was chosen, there were no other blacks in their employ. When you started a machine you'd just be standing around. I shadowed a person being trained and if I didn't do what I was supposed to do neither did he! I did exactly as he instructed. I read the training manual when the machine was operating as instructed, there were several (at least 4 times) the machine broke down, we'd go to a more complicated machine and resume work. They didn't follow their own rules that one required 2 wks minimum the other 3 wks. ^(training) I was there only 1 wk and there was only 1 full day that I was able to train with out the machine breaking down. I asked many questions (as one should) I verified what I needed clarified, that's not the same as being told over & over. Training means getting to know + asking questions, finding out. By the end of the wk. I took the training assessment sheet & the manual and checked off what I knew & didn't need to know. and said Now I want to demonstrate with you the manual & written and I think I'll have it down. The machine broke down - I was moved to another machine to be trained differently by another person. I asked to practice as I did with Joe the previous trainer but he never did let me. Courtney left me and I tried to operate the machine. I did their troubleshooting "thing" and it didn't work and I was unable to mount the machine - the roll tilted and started to fall, I caught it and in that impulse I got injured (a hematoma on my thigh). Monday I came to work I was given safety videos on chemicals only. They should've been given prior in my orientation. Later that day I was injured - the next day they fired me and after all of them had gone to the machine of my accident reenacting what had happened. They lied that they had no knowledge of it. They treated me like I was stupid and in comparison to them & the people in the bldg. None of them were obviously ~~aware~~ of my human or intellectual quality.

all kinds of Insults like what racist people think of blacks...
 unable to learn. Belligerent and of poor conduct, Unenthusiased
 Stupid (A Child could get it") They didn't have to take it
 that far. They had "at will" employment rules. They didn't
 let me have "on hands" training nor the required minimum
 training for each machine & they blamed me for not
 being trained. Makes no sense! I didn't even take breaks
 and did whatever in the interim showing enthusiasm
 I was never late, they said I was. I was excused my
 first day (I had a car accident) they told me when I
 called "no problem!" It was a union job they didn't
 sign me as part of it, they didn't want me there and
 as opposed to not hiring me at all (like discriminating) they
 hired me & made up excuses to be rid of me. I got
 injured as a result of not being trained. as it was required.

The attorney General's office gave the charge as a
 Racial Discrimination. (I didn't) I wanted it to be
 a wrongful discharge. or ~~perceived disability~~ ^{perceived} ~~disability~~ ^{disability}
 assuming I was Mentally Incapable of following instructions
 as implied. I don't present myself nor am I a
 stupid person. I'm more intelligent than most I've met
 in Rutland so they had to be trying to insult me
 or break my confidence. "It made no sense".

The Charge would be; Racial Profiling, personal
 injury of a person w/ Disability wrongfully discharged?

While my Injury isn't permanent
The Nerve gets massaged and there is relief on my leg)
I did get Injured on their premises trying to Avert
an accident operating a Machine alone when I shouldn't
~~have~~ have been doing so according to their training
rules. They didn't allow me to train & terminated Me for not
being trained.

① I'm Seeking payment of ~~at least~~ the minimum
training wages for 2 months. @ \$2.75 hr. in their employ.

② \$2500 for my Injury

③ \$1750 each From my immediate Supervisors for
Insulting me. "A Child Could get It!" Their implied
stupid (rationalizing their excuse for terminating me.

No retaliation or bad reference here after.

* Will the Court Do This For me? Thank you,
Lyndia Cobbett, Pro SE

Statement of Relief